

Joseph E. Kernan, Governor 10 North Senate Avenue, Indianapolis, IN 46204-2277 888-WORKONE www.workforce.IN.gov



Ripple Effect The 2004 DWD Annual Report





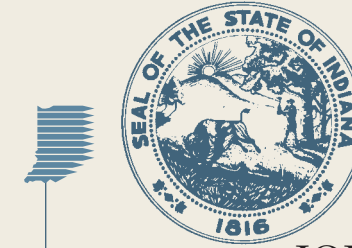
Never doubt that a small group of thoughtful, committed citizens can change the world.

Indeed, it is the only thing that ever has. . .Margaret Mead



Some people believe you can't make a difference. They've never met the people at the Indiana Department of Workforce Development. Every day, from North Vernon to South Bend, more than 1,100 dedicated professionals are working to get Hoosiers back on their feet, for themselves, their families and their communities. Due to these efforts, Hoosiers have found new jobs and received the training necessary to seize the opportunities that today's economy generates. Each person DWD helps, creates a positive ripple that courses across the Indiana landscape, building a stronger state and a brighter tomorrow.

And that's just the beginning. . .



JOE
KERNAN, *Governor*

Throughout the last eight years, the Indiana Department of Workforce Development has continued to focus on improving the lives of Hoosiers, supporting our Indiana businesses and strengthening our communities.

While this core mission never changes, the department's methods have. Today, we must be ready to compete in a global economy and to make the most of every advantage. In Indiana, that means capitalizing on our central location, competitive business climate and world-class educational system.

Our greatest single asset continues to be our people. It's often said that you are only as good as your team—and that's certainly true of the Hoosier workforce. We are known throughout the world for our strong work ethic and dedication. However, we must build on our state's reputation and focus on each Hoosier worker in the process.

Every day, DWD helps Hoosiers across the state find new or better jobs, gain access to new training opportunities or get back on their feet after losing a job. As Indiana continues to recover from the national recession, this work will have an increasingly profound impact on Hoosiers' abilities to take advantage of new job opportunities.

The work DWD does often starts a chain of events that leads to new opportunities for not only the individual worker, but also for family members, employers, communities and the state. It is this quiet ripple effect which continues to move Indiana forward.



ALAN
DEGNER, *Commissioner*

As we look back at the progress made since the inception of the Department of Workforce Development, we recognize that we are all better because of it. Hoosier families, communities and businesses have reaped the rewards of an integrated workforce system that contributes to the economic security of the state.

Today, our workforce development efforts are stronger than ever. We have expanded and improved partnerships at the local level, as well as initiated a host of new training and educational opportunities in every Indiana county. We have worked to firmly establish workforce development's role in the state's overall economic development strategy, while still recognizing the diversity of our sub-state regions.

This aggressive approach has positioned Indiana and its workers well for whatever the future brings. But there is more to be done, and our workforce development approach will continue to evolve and change as we move forward. In time, our workers' commitment to lifelong learning will be as widely recognized as their dependability and strong work ethic.

As this transition unfolds, DWD will continue its leadership role, opening the doors of opportunity and growth for all Hoosiers and helping each of us to reach our greatest potential.



McKENZIE

CAREER CENTER, *Indianapolis*

Far out. That's where a new project could lead the students at the McKenzie Career Center on Indianapolis' northeast side. Through Project Lead The Way, a pre-engineering program, high school students get a hands-on experience that could reach far beyond the classroom and deep into outer space. Since 2000, the Department of Workforce Development has been working with the McKenzie Career Center through Project Lead the Way and Career Majors, and today more than 14,000 Indiana students are enrolled in PLTW pre-engineering courses.

McKenzie students are working to solve unique problems with assistance from Purdue University, the lead university for the NASA Specialized Center of Research and Training for Advanced Life Support, known as *Mission to Mars*. Purdue has developed a Biotechnical Engineering curriculum for high school students to work on ideas that could benefit the "mission" by supporting research designed specifically to resolve the complex requirements of sustained human survival in a space-based environment. Students at McKenzie are currently involved in the pilot program that will begin at more than ten more schools this spring.

The project is an opportunity for students to experience the space program and explore exciting fields of engineering and research long before they hit the college campus. Currently their work involves developing solutions for extended life support by studying the opportunities and abilities to grow and recycle needed nutrition sources in space. Working together, students are getting a once in a lifetime chance to make a difference both for themselves and for future generations. You never know how far something like this could take them.



DEBBIE

LEE, Marion

On March 16, 2004, the city of Marion was jolted. Thomson Consumer Electronics unexpectedly announced its closure, leaving more than 1,000 workers without jobs. As the area's largest employer and an economic driver, the move impacted not only Thomson's workers, but their families, neighbors and area businesses.

In the wake of the announcement, DWD's Rapid Response Team was immediately deployed. Lt. Governor Kathy Davis convened a strategy meeting with local leaders, including Mayor Wayne Seybold, to organize a comprehensive, community-based response. At the heart of the response was the creation of a new Workforce Resource Center in Marion, which was opened with a \$200,000 state grant awarded to the community by Governor Joe Kernan. Today, the center provides citizens with a wide array of services, including job and career counseling, skill assessments, and educational and job placement opportunities.

Since its opening in May 2004, more than 1,200 people have utilized the center, and its staff has helped more than 500 people find new jobs. One visitor was Debbie Lee, a thirty-one year employee of Thomson. After several unsuccessful job interviews, Debbie decided to brush up on her skills by participating in a number of workshops, such as personal marketing and resume development, at the Center. Debbie was searching DWD's CS3 database for available job opportunities when an employment specialist directed her to a position at General Cable in Marion. Debbie's skills and the job requirements were a perfect match. With her new found confidence, Debbie aced the job interview and earned a position at the company.



WORKONE

Evansville

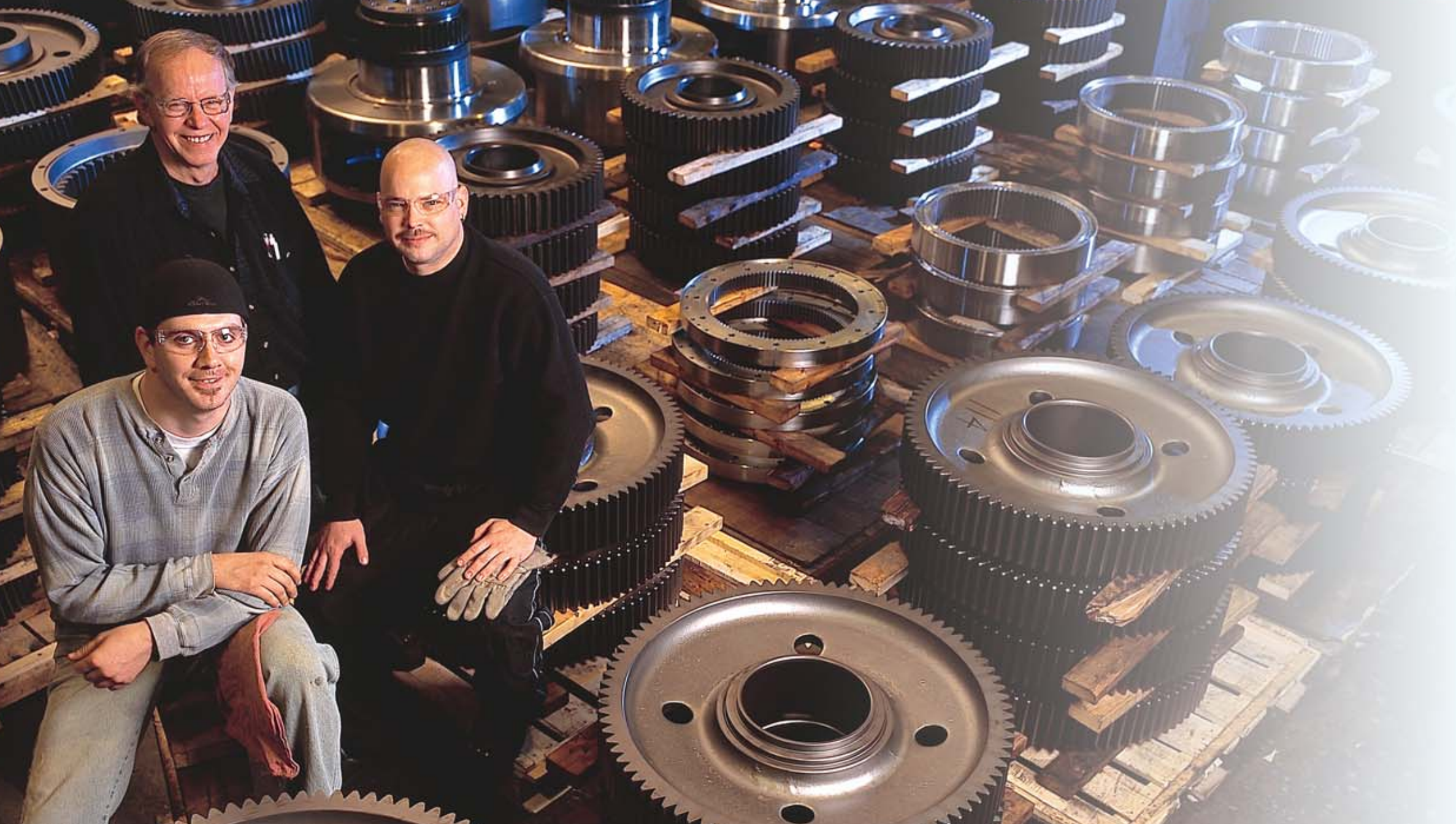
Five years ago, things changed in Evansville and around the state. That's when Indiana became one of the first states to go to a one-stop approach for all of its employment and training services.

Under the federal Workforce Investment Act, the Indiana Department of Workforce Development joined with community-based partners to co-locate in offices around the state. With many local groups already working together, Evansville was selected as one of Indiana's first sites, and WorkOne Evansville was born.

Comprised of Vocational Rehabilitation Services, Career Choices, Inc., and DWD, WorkOne Evansville and the one-stop philosophy have created a synergistic ability for partners to work together and make the most of their resources.

This year, WorkOne Evansville celebrated its fifth anniversary of bringing people and jobs together. According to Tom Horstman, Program Director, the idea has brought rewards. "We are most proud of the five years of partnerships with our local community organizations. Through these partnerships, we have been able to accomplish so much for the people in this region."

In an average year, WorkOne Evansville helps more than 550 businesses hire workers, and finds jobs for more than ten times that many Hoosiers. The work, however, is not over. As the economy changes and new opportunities become apparent, WorkOne Evansville will continue to train, educate and assist area residents so that they will have the skill sets necessary to meet the needs of the future.



FAIRFIELD
MANUFACTURING, *Lafayette*

In his January State of the State Address, Governor Joe Kernan introduced the Indiana@Work program. Merging the training efforts of the Indiana Departments of Workforce Development and Commerce, the program matches people with job opportunities based on an impartial look at the individual's skill level and the requirements of a specific position. So far, more than 30,000 Hoosiers have had their skills assessed and almost 700 different occupations have been profiled for nearly 200 businesses.

One of the many Indiana businesses taking advantage of Indiana@Work is Lafayette's Fairfield Manufacturing, which is the largest gear manufacturer in the world.

Working with DWD's Business Information Unit and WorkOne Lafayette, the company has profiled many of its jobs and assessed the skills of more than 100 job applicants – filling openings with the most qualified workers. The company was also awarded an Incumbent Worker Training Grant that, along with funding from Fairfield, has also allowed journey level training for 14 employees at Ivy Tech State College.

By offering innovative, targeted training opportunities, DWD is helping Hoosier workers and businesses reach their full potential, strengthening the state's economy and workforce for generations to come.



EARL
SPENCER, *Butler*

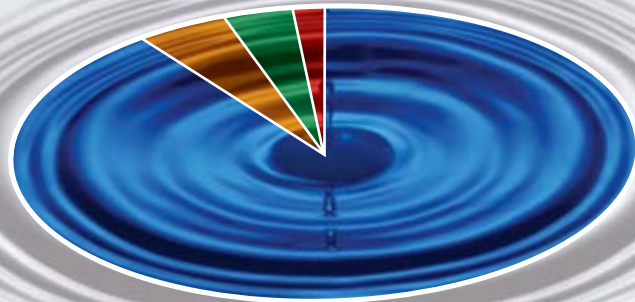
As a veteran, Earl Spencer had proudly served in America's Armed Forces. Back at home, however, Earl struggled to find work that he could take pride in and better support his wife and child. He knew it was time to make a move.





Looking for options, Earl visited WorkOne Auburn in the hopes of getting his life back in gear. Interested in a career on the road, he began attending truck-driving school to obtain a Class A Commercial Drivers License. Working his way through school with the help of a veteran's grant, Earl earned his license and landed a job with a national over-the-road freight carrier.

Today, Earl has achieved a new measure of financial independence driving an eighteen wheeler and making a good living. With the desire to improve his circumstances and help from Jobworks, Inc., and the Department of Workforce Development Veterans' program, Earl has found a rewarding career, moved his family into a new home and embarked on an exciting new chapter in his life.


...there's no such thing as a small act of kindness. Every act creates a ripple with no logical end. . .*Scott Adams*


Indiana Department of Workforce Development
2004 Financial Overview



AGENCY TOTAL FUNDING		
	WORKFORCE LABOR MARKET INFORMATION	\$ 1,607,303
	WORKFORCE INVESTMENT ACT FUNDING	47,529,196
	WORK TO WORK FUNDING	892,938,410
	CAREER & TECHNICAL EDUCATION FUNDING	29,512,298
TOTAL AGENCY FUNDING		\$ 971,587,207


	WORKFORCE LABOR MARKET INFORMATION	
Labor Market Information	\$	1,481,119
(Bureau of Labor Statistics)		
State: Common Construction Wage		60,000
Alien Labor Certification		66,184
(Migrant Seasonal Farm Workers Certification)		
TOTAL	\$	1,607,303

	WORKFORCE INVESTMENT ACT FUNDING	
WIA Youth Title I	\$	13,699,135
WIA Adult Title I		16,271,301
WIA Dislocated Workers		17,558,760
TOTAL	\$	47,529,196



WORK TO WORK FUNDING

Income During Work Transitions	\$ 779,758,000
UI Administration	37,040,915
Reed Act Distribution:	
Unemployment Insurance Modernization	3,000,000
JOBS Program	5,000,000
Workforce Investment Boards Program	4,000,000
Employment Job Matching Services	14,947,202
UI Penalty & Interest	5,000,000
Skills 2016 (HEA 1962)	14,320,000
Veterans' Services	3,511,000
Trade Act Programs	22,413,667
Work Opportunity Tax Credit	510,793
State Workforce Development Funds	3,436,833
TOTAL	\$ 892,938,410

	CAREER & TECHNICAL EDUCATION FUNDING	
Vocational Education/Tech Prep	\$	29,017,375
State Technical Education Funds		494,923
TOTAL	\$	29,512,298